

EQUAL EDUCATIONAL OPPORTUNITIES

Colorado Springs School District 11 (the District) is subject to the following laws: Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act of 2008, and the Colorado Anti-Discrimination Act. Accordingly, the District is committed to prohibiting discrimination on the basis of disability, need for special education services (whether actual or perceived), race, creed, color, sex, marital status, sexual orientation, transgender status, gender identity, gender expression, national origin, religion, ancestry, age, genetic information, or protected activity, in admissions, access to, treatment, or employment in educational programs or activities which it operates. The District values the diversity of the family, and of the social and cultural backgrounds of the students, parents/ guardians, and personnel who participate in its programs and activities. Respect for the dignity and worth of each individual shall be a consideration in the establishment of all policies by the Colorado Springs School District 11 Board of Education (the Board) and in the administration of those policies by the District.

In keeping with these statements, every student of the District shall have equal educational opportunities regardless of disability, need for special education services (whether actual or perceived), race, creed, color, sex, marital status, sexual orientation, transgender status, gender identity, gender expression, national origin, religion, ancestry, age, genetic information, or protected activity.

Further, no student shall on the basis of sex be excluded from participating in, be denied the benefits of, or be subject to discrimination under any educational program or activity conducted by the District. More specifically, as prescribed by legal requirements, the District shall treat its students without discrimination on the basis of sex as this pertains to access to and participation in course offerings, athletics, counseling, employment assistance, and extracurricular activities.

In order to ensure that District programs are in compliance with applicable laws and regulations, the Board directs the Superintendent or designee(s) to periodically monitor the following areas:

1. Curriculum and materials - review curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training - provide training for students and staff to identify and alleviate problems of discrimination.
3. Student access - review programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
4. District support - ensure that district resources are equitably distributed among school programs including but not limited to staffing and compensation, facilities, equipment, and related matters.

5. Student evaluation instruments - review tests, procedures, and guidance and counseling materials for stereotyping and discrimination.
6. Discipline - review discipline records and any relevant data to ensure the equitable implementation and application of Board discipline policies.

Current practice codified 1980
Adopted May, 1995
Revised: October, 2008
Revised June 8, 2016
Reviewed October 10, 2018
Revised May 29, 2024

LEGAL REFS: Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681
34 C.F.R. Part 104
34 C.F.R. Part 106
Individuals with Disabilities Education Act, 20 U.S.C. §1400, et seq.
Exceptional Children's Education Act, C.R.S. 22-20-101, et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 701
Americans with Disabilities Act of 1990, 42 U.S.C. § 12101
Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d
Title VII of the Civil Rights Act of 1964, as amended 42 U.S.C. § 2000e
42 U.S.C. §2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)
C.R.S. 2-4-401
C.R.S. 18-9-121
C.R.S. 22-32-109(1)(II)
C.R.S. 22-32-109.1(2)(b and k)()
C.R.S. 22-32-110(1)(k)
C.R.S. 22-33-105(2)(c)
C.R.S. 22-93-101, et seq.
C.R.S. 22-61-101
C.R.S. 24-34-301 through 24-34-308
C.R.S. 24-34-401 through 24-34-406
C.R.S. 24-34-601
C.R.S. 24-34-602
3 CCR 708-1

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity
AC-R-1, Regulation to Policy AC, Nondiscrimination/Equal Opportunity
AC-R-2, Regulation to Policy AC, Nondiscrimination/Equal Opportunity
GBA, Open Hiring/Equal Employment Opportunity and Affirmative Action
GBAA, Employee Sexual Harassment/Discrimination
GBEA, Staff Ethics/Conflict of Interest/Employment of Relatives
GBEE, Technology Resources and Internet Safety Responsible Use for Staff

JBB, Unlawful Harassment/Discrimination toward Students
JBB-R, Unlawful Harassment/Discrimination toward Students (Reporting &
Investigation Procedures)
JK, Student Discipline
JK-R, Student Discipline Regulations
JS, Technology Resources and Internet Safety Responsible Use for Students